

2023-2024  
Certified Teacher Salary Schedule \*

Step	BA	BA+15	BA+30	BA+45	MA+15	MA+30	MA+45
1	\$49,200.00	\$50,575.00	\$51,950.00	\$53,325.00	\$54,700.00	\$56,075.00	\$57,450.00
2	\$50,075.00	\$51,450.00	\$52,825.00	\$54,200.00	\$55,575.00	\$56,950.00	\$58,325.00
3	\$50,950.00	\$52,325.00	\$53,700.00	\$55,075.00	\$56,450.00	\$57,825.00	\$59,200.00
4	\$51,825.00	\$53,200.00	\$54,575.00	\$55,950.00	\$57,325.00	\$58,700.00	\$60,075.00
5	\$52,700.00	\$54,075.00	\$55,450.00	\$56,825.00	\$58,200.00	\$59,575.00	\$60,950.00
6	\$53,575.00	\$54,950.00	\$56,325.00	\$57,700.00	\$59,075.00	\$60,450.00	\$61,825.00
7	\$54,450.00	\$55,825.00	\$57,200.00	\$58,575.00	\$59,950.00	\$61,325.00	\$62,700.00
8	\$55,325.00	\$56,700.00	\$58,075.00	\$59,450.00	\$60,825.00	\$62,200.00	\$63,575.00
9	\$56,200.00	\$57,575.00	\$58,950.00	\$60,325.00	\$61,700.00	\$63,075.00	\$64,450.00
10	\$57,075.00	\$58,450.00	\$59,825.00	\$61,200.00	\$62,575.00	\$63,950.00	\$65,325.00
11	\$57,950.00	\$59,325.00	\$60,700.00	\$62,075.00	\$63,450.00	\$64,825.00	\$66,200.00
12	\$58,825.00	\$60,200.00	\$61,575.00	\$62,950.00	\$64,325.00	\$65,700.00	\$67,075.00
13	\$59,700.00	\$61,075.00	\$62,450.00	\$63,825.00	\$65,200.00	\$66,575.00	\$67,950.00
14		\$61,950.00	\$63,325.00	\$64,700.00	\$66,075.00	\$67,450.00	\$68,825.00
15			\$64,200.00	\$65,575.00	\$66,950.00	\$68,325.00	\$69,700.00
16				\$66,450.00	\$67,825.00	\$69,200.00	\$70,575.00
17				\$67,325.00	\$68,700.00	\$70,075.00	\$71,450.00
18				\$68,200.00	\$69,575.00	\$70,950.00	\$72,325.00
19				\$69,075.00	\$70,450.00	\$71,825.00	\$73,200.00
20				\$69,950.00	\$71,325.00	\$72,700.00	\$74,075.00
21				\$70,825.00	\$72,200.00	\$73,575.00	\$74,950.00
22					\$73,075.00	\$74,450.00	\$75,825.00
23							\$76,700.00

National Board Certification  
PhD

\$2,500.00  
\$3,000.00

\*Includes Social Workers, Case Managers, Facilitators, Interventionists and Counselors

2023-2024  
Professional Certified Salary Schedule

Step	BA	BA+15	BA+30	BA+45	MA+15	MA+30	MA+45
1	\$49,200.00	\$50,575.00	\$51,950.00	\$53,325.00	\$54,700.00	\$56,075.00	\$57,450.00
2	\$50,075.00	\$51,450.00	\$52,825.00	\$54,200.00	\$55,575.00	\$56,950.00	\$58,325.00
3	\$50,950.00	\$52,325.00	\$53,700.00	\$55,075.00	\$56,450.00	\$57,825.00	\$59,200.00
4	\$51,825.00	\$53,200.00	\$54,575.00	\$55,950.00	\$57,325.00	\$58,700.00	\$60,075.00
5	\$52,700.00	\$54,075.00	\$55,450.00	\$56,825.00	\$58,200.00	\$59,575.00	\$60,950.00
6	\$53,575.00	\$54,950.00	\$56,325.00	\$57,700.00	\$59,075.00	\$60,450.00	\$61,825.00
7	\$54,450.00	\$55,825.00	\$57,200.00	\$58,575.00	\$59,950.00	\$61,325.00	\$62,700.00
8	\$55,325.00	\$56,700.00	\$58,075.00	\$59,450.00	\$60,825.00	\$62,200.00	\$63,575.00
9	\$56,200.00	\$57,575.00	\$58,950.00	\$60,325.00	\$61,700.00	\$63,075.00	\$64,450.00
10	\$57,075.00	\$58,450.00	\$59,825.00	\$61,200.00	\$62,575.00	\$63,950.00	\$65,325.00
11	\$57,950.00	\$59,325.00	\$60,700.00	\$62,075.00	\$63,450.00	\$64,825.00	\$66,200.00
12	\$58,825.00	\$60,200.00	\$61,575.00	\$62,950.00	\$64,325.00	\$65,700.00	\$67,075.00
13	\$59,700.00	\$61,075.00	\$62,450.00	\$63,825.00	\$65,200.00	\$66,575.00	\$67,950.00
14		\$61,950.00	\$63,325.00	\$64,700.00	\$66,075.00	\$67,450.00	\$68,825.00
15			\$64,200.00	\$65,575.00	\$66,950.00	\$68,325.00	\$69,700.00
16				\$66,450.00	\$67,825.00	\$69,200.00	\$70,575.00
17				\$67,325.00	\$68,700.00	\$70,075.00	\$71,450.00
18				\$68,200.00	\$69,575.00	\$70,950.00	\$72,325.00
19				\$69,075.00	\$70,450.00	\$71,825.00	\$73,200.00
20				\$69,950.00	\$71,325.00	\$72,700.00	\$74,075.00
21				\$70,825.00	\$72,200.00	\$73,575.00	\$74,950.00
22					\$73,075.00	\$74,450.00	\$75,825.00
23							\$76,700.00

PhD

\$3,000.00

**Applies to:**

**School Social Workers, Counselors, Behavior Interventionists.**

**Academic Interventionists**

2023-2024

Certified Admin Salary Schedule

Step	HS Principal	HS Assistant Principal	MS Principal	MS Assistant Principal	ES Principal	SPED Director	Assistant Supt.	Froniter/SPUR Principal
1	\$100,000.00	\$93,500.00	\$97,000.00	\$92,500.00	\$92,500.00	\$106,000.00	\$115,000.00	\$95,275.00
2	\$101,157.89	\$94,526.32	\$98,105.26	\$93,421.05	\$93,526.32	\$106,947.37	\$116,052.63	\$96,332.11
3	\$102,315.79	\$95,552.63	\$99,210.53	\$94,342.11	\$94,552.63	\$107,894.74	\$117,105.26	\$97,389.21
4	\$103,473.68	\$96,578.95	\$100,315.79	\$95,263.16	\$95,578.95	\$108,842.11	\$118,157.89	\$98,446.32
5	\$104,631.58	\$97,605.26	\$101,421.05	\$96,184.21	\$96,605.26	\$109,789.47	\$119,210.53	\$99,503.42
6	\$105,789.47	\$98,631.58	\$102,526.32	\$97,105.26	\$97,631.58	\$110,736.84	\$120,263.16	\$100,560.53
7	\$106,947.37	\$99,657.89	\$103,631.58	\$98,026.32	\$98,657.89	\$111,684.21	\$121,315.79	\$101,617.63
8	\$108,105.26	\$100,684.21	\$104,736.84	\$98,947.37	\$99,684.21	\$112,631.58	\$122,368.42	\$102,674.74
9	\$109,263.16	\$101,710.53	\$105,842.11	\$99,868.42	\$100,710.53	\$113,578.95	\$123,421.05	\$103,731.85
10	\$110,421.05	\$102,736.84	\$106,947.37	\$100,789.47	\$101,736.84	\$114,526.32	\$124,473.68	\$104,788.95
11	\$111,578.95	\$103,763.16	\$108,052.63	\$101,710.53	\$102,763.16	\$115,473.68	\$125,526.32	\$105,846.05
12	\$112,736.84	\$104,789.47	\$109,157.89	\$102,631.58	\$103,789.47	\$116,421.05	\$126,578.95	\$106,903.15
13	\$113,894.74	\$105,815.79	\$110,263.16	\$103,552.63	\$104,815.79	\$117,368.42	\$127,631.58	\$107,960.26
14	\$115,052.63	\$106,842.11	\$111,368.42	\$104,473.68	\$105,842.11	\$118,315.79	\$128,684.21	\$109,017.37
15	\$116,210.53	\$107,868.42	\$112,473.68	\$105,394.74	\$106,868.42	\$119,263.16	\$129,736.84	\$110,074.47
16	\$117,368.42	\$108,894.74	\$113,578.95	\$106,315.79	\$107,894.74	\$120,210.53	\$130,789.47	\$111,131.58
17	\$118,526.32	\$109,921.05	\$114,684.21	\$107,236.84	\$108,921.05	\$121,157.89	\$131,842.11	\$112,188.68
18	\$119,684.21	\$110,947.37	\$115,789.47	\$108,157.89	\$109,947.37	\$122,105.26	\$132,894.74	\$113,245.79
19	\$120,842.11	\$111,973.68	\$116,894.74	\$109,078.95	\$110,973.68	\$123,052.63	\$133,947.37	\$114,302.89
20	\$122,000.00	\$113,000.00	\$118,000.00	\$110,000.00	\$112,000.00	\$124,000.00	\$135,000.00	\$115,360.00

230 days

215 days

210 days

210 days

200 days

220 days

260 days

200 days

Ed. Spec./Superintendent Endorsement

\$1,500.00

PhD

\$3,000.00

2023-2024  
Classified Admin Salary Schedule

	Buildings & Maint	Tech Coordinator	Transport Dir.	Food Director	HR Manager	Business Manager	Assistant Athletics Director	Pool Manager	Director of Cultural Climate and NA Education
1	\$70,000.00	\$77,000.00	\$70,000.00	\$65,000.00	\$70,000.00	\$100,000.00	\$55,000.00	\$55,000.00	\$92,500.00
2	\$70,789.47	\$77,789.47	\$70,789.47	\$65,789.47	\$70,789.47	\$101,315.79	\$55,789.47	\$55,789.47	\$93,526.32
3	\$71,578.95	\$78,578.95	\$71,578.95	\$66,578.95	\$71,578.95	\$102,631.58	\$56,578.95	\$56,578.95	\$94,552.63
4	\$72,368.42	\$79,368.42	\$72,368.42	\$67,368.42	\$72,368.42	\$103,947.37	\$57,368.42	\$57,368.42	\$95,578.95
5	\$73,157.89	\$80,157.89	\$73,157.89	\$68,157.89	\$73,157.89	\$105,263.16	\$58,157.89	\$58,157.89	\$96,605.26
6	\$73,947.37	\$80,947.37	\$73,947.37	\$68,947.37	\$73,947.37	\$106,578.95	\$58,947.37	\$58,947.37	\$97,631.58
7	\$74,736.84	\$81,736.84	\$74,736.84	\$69,736.84	\$74,736.84	\$107,894.74	\$59,736.84	\$59,736.84	\$98,657.89
8	\$75,526.32	\$82,526.32	\$75,526.32	\$70,526.32	\$75,526.32	\$109,210.53	\$60,526.32	\$60,526.32	\$99,684.21
9	\$76,315.79	\$83,315.79	\$76,315.79	\$71,315.79	\$76,315.79	\$110,526.32	\$61,315.79	\$61,315.79	\$100,710.53
10	\$77,105.26	\$84,105.26	\$77,105.26	\$72,105.26	\$77,105.26	\$111,842.11	\$62,105.26	\$62,105.26	\$101,736.84
11	\$77,894.74	\$84,894.74	\$77,894.74	\$72,894.74	\$77,894.74	\$113,157.89	\$62,894.74	\$62,894.74	\$102,763.16
12	\$78,684.21	\$85,684.21	\$78,684.21	\$73,684.21	\$78,684.21	\$114,473.68	\$63,684.21	\$63,684.21	\$103,789.47
13	\$79,473.68	\$86,473.68	\$79,473.68	\$74,473.68	\$79,473.68	\$115,789.47	\$64,473.68	\$64,473.68	\$104,815.79
14	\$80,263.16	\$87,263.16	\$80,263.16	\$75,263.16	\$80,263.16	\$117,105.26	\$65,263.16	\$65,263.16	\$105,842.11
15	\$81,052.63	\$88,052.63	\$81,052.63	\$76,052.63	\$81,052.63	\$118,421.05	\$66,052.63	\$66,052.63	\$106,868.42
16	\$81,842.11	\$88,842.11	\$81,842.11	\$76,842.11	\$81,842.11	\$119,736.84	\$66,842.11	\$66,842.11	\$107,894.74
17	\$82,631.58	\$89,631.58	\$82,631.58	\$77,631.58	\$82,631.58	\$121,052.63	\$67,631.58	\$67,631.58	\$108,921.05
18	\$83,421.05	\$90,421.05	\$83,421.05	\$78,421.05	\$83,421.05	\$122,368.42	\$68,421.05	\$68,421.05	\$109,947.37
19	\$84,210.53	\$91,210.53	\$84,210.53	\$79,210.53	\$84,210.53	\$123,684.21	\$69,210.53	\$69,210.53	\$110,973.68
20	\$85,000.00	\$92,000.00	\$85,000.00	\$80,000.00	\$85,000.00	\$125,000.00	\$70,000.00	\$70,000.00	\$112,000.00
	260 days	260 days	260 days	260 days	260 days	260 days	220 days	260 days	260 days

2023-2024

SPED Professional Service Provider Salary Schedule

Step	Psychologists	OT/PT/Behavior/ SLP	School Nurse with Bachelors Degree	School Nurse with Associates Degree	Health Aides	At Risk Coordinator
1	\$70,000.00	\$55,000.00	\$45,000.00	\$40,000.00	\$18.00	\$42,000.00
2	\$71,052.63	\$56,315.79	\$46,052.63	\$40,789.47	\$18.21	\$42,421.05
3	\$72,105.26	\$57,631.58	\$47,105.26	\$41,578.95	\$18.42	\$42,842.11
4	\$73,157.89	\$58,947.37	\$48,157.89	\$42,368.42	\$18.63	\$43,263.16
5	\$74,210.53	\$60,263.16	\$49,210.53	\$43,157.89	\$18.84	\$43,684.21
6	\$75,263.16	\$61,578.95	\$50,263.16	\$43,947.37	\$19.05	\$44,105.26
7	\$76,315.79	\$62,894.74	\$51,315.79	\$44,736.84	\$19.26	\$44,526.32
8	\$77,368.42	\$64,210.53	\$52,368.42	\$45,526.32	\$19.47	\$44,947.37
9	\$78,421.05	\$65,526.32	\$53,421.05	\$46,315.79	\$19.68	\$45,368.42
10	\$79,473.68	\$66,842.11	\$54,473.68	\$47,105.26	\$19.89	\$45,789.47
11	\$80,526.32	\$68,157.89	\$55,526.32	\$47,894.74	\$20.11	\$46,210.53
12	\$81,578.95	\$69,473.68	\$56,578.95	\$48,684.21	\$20.32	\$46,631.58
13	\$82,631.58	\$70,789.47	\$57,631.58	\$49,473.68	\$20.53	\$47,052.63
14	\$83,684.21	\$72,105.26	\$58,684.21	\$50,263.16	\$20.74	\$47,473.68
15	\$84,736.84	\$73,421.05	\$59,736.84	\$51,052.63	\$20.95	\$47,894.74
16	\$85,789.47	\$74,736.84	\$60,789.47	\$51,842.11	\$21.16	\$48,315.79
17	\$86,842.11	\$76,052.63	\$61,842.11	\$52,631.58	\$21.37	\$48,736.84
18	\$87,894.74	\$77,368.42	\$62,894.74	\$53,421.05	\$21.58	\$49,157.89
19	\$88,947.37	\$78,684.21	\$63,947.37	\$54,210.53	\$21.79	\$49,578.95
20	\$90,000.00	\$80,000.00	\$65,000.00	\$55,000.00	\$22.00	\$50,000.00
	187 days	185 days for SLP 190 days for OT/PT	185 days	185 days	175 days	198 days

National Board Certification

\$2,500.00

PhD

\$3,000.00

2023-2024

Paraprofessional Salary Schedule

Step	Para 1	IDEAL/ACE /OT
1	\$17.00	\$18.00
2	\$17.26	\$18.26
3	\$17.53	\$18.53
4	\$17.79	\$18.79
5	\$18.05	\$19.05
6	\$18.32	\$19.32
7	\$18.58	\$19.58
8	\$18.84	\$19.84
9	\$19.11	\$20.11
10	\$19.37	\$20.37
11	\$19.63	\$20.63
12	\$19.89	\$20.89
13	\$20.16	\$21.16
14	\$20.42	\$21.42
15	\$20.68	\$21.68
16	\$20.95	\$21.95
17	\$21.21	\$22.21
18	\$21.47	\$22.47
19	\$21.74	\$22.74
20	\$22.00	\$23.00

175 days

175 days

Sub paraprofessionals will be paid step one of the appropriate lane

Library paras: 180 days

7 hr/day Elementary

8 hr/day Secondary

2023-2024

Transportation Salary Schedule

Step	Bus Aide	Drivers	Mechanic 1	Mechanic 2	Mechanic 3	Lead Driver	Secretary
1	\$17.00	\$20.00	\$21.00	\$22.00	\$23.00	\$21.00	\$17.50
2	\$17.26	\$20.32	\$21.32	\$22.32	\$23.32	\$21.32	\$17.76
3	\$17.53	\$20.63	\$21.63	\$22.63	\$23.63	\$21.63	\$18.03
4	\$17.79	\$20.95	\$21.95	\$22.95	\$23.95	\$21.95	\$18.29
5	\$18.05	\$21.26	\$22.26	\$23.26	\$24.26	\$22.26	\$18.55
6	\$18.32	\$21.58	\$22.58	\$23.58	\$24.58	\$22.58	\$18.82
7	\$18.58	\$21.89	\$22.89	\$23.89	\$24.89	\$22.89	\$19.08
8	\$18.84	\$22.21	\$23.21	\$24.21	\$25.21	\$23.21	\$19.34
9	\$19.11	\$22.53	\$23.53	\$24.53	\$25.53	\$23.53	\$19.61
10	\$19.37	\$22.84	\$23.84	\$24.84	\$25.84	\$23.84	\$19.87
11	\$19.63	\$23.16	\$24.16	\$25.16	\$26.16	\$24.16	\$20.13
12	\$19.89	\$23.47	\$24.47	\$25.47	\$26.47	\$24.47	\$20.39
13	\$20.16	\$23.79	\$24.79	\$25.79	\$26.79	\$24.79	\$20.66
14	\$20.42	\$24.11	\$25.11	\$26.11	\$27.11	\$25.11	\$20.92
15	\$20.68	\$24.42	\$25.42	\$26.42	\$27.42	\$25.42	\$21.18
16	\$20.95	\$24.74	\$25.74	\$26.74	\$27.74	\$25.74	\$21.45
17	\$21.21	\$25.05	\$26.05	\$27.05	\$28.05	\$26.05	\$21.71
18	\$21.47	\$25.37	\$26.37	\$27.37	\$28.37	\$26.37	\$21.97
19	\$21.74	\$25.68	\$26.68	\$27.68	\$28.68	\$26.68	\$22.24
20	\$22.00	\$26.00	\$27.00	\$28.00	\$29.00	\$27.00	\$22.50

175 days

175 days

260 days

260 days

175 days

200 days

Driver Trainee rate      \$17.00/hr

Sub Driver                    20.00/hr

Suburban Route Driver    +\$1.50/hour over appropriate Bus Aide Step

Sub aides will be paid step one of that lane

2023-2024

Food Service Salary Schedule

Step	Food Service Worker	Head Cook	Assistant Kitchen	Kitchen Manager	Secretary
1	\$15.50	\$16.50	\$17.50	\$18.50	\$17.50
2	\$15.79	\$16.79	\$17.79	\$18.79	\$17.76
3	\$16.08	\$17.08	\$18.08	\$19.08	\$18.03
4	\$16.37	\$17.37	\$18.37	\$19.37	\$18.29
5	\$16.66	\$17.66	\$18.66	\$19.66	\$18.55
6	\$16.95	\$17.95	\$18.95	\$19.95	\$18.82
7	\$17.24	\$18.24	\$19.24	\$20.24	\$19.08
8	\$17.53	\$18.53	\$19.53	\$20.53	\$19.34
9	\$17.82	\$18.82	\$19.82	\$20.82	\$19.61
10	\$18.11	\$19.11	\$20.11	\$21.11	\$19.87
11	\$18.39	\$19.39	\$20.39	\$21.39	\$20.13
12	\$18.68	\$19.68	\$20.68	\$21.68	\$20.39
13	\$18.97	\$19.97	\$20.97	\$21.97	\$20.66
14	\$19.26	\$20.26	\$21.26	\$22.26	\$20.92
15	\$19.55	\$20.55	\$21.55	\$22.55	\$21.18
16	\$19.84	\$20.84	\$21.84	\$22.84	\$21.45
17	\$20.13	\$21.13	\$22.13	\$23.13	\$21.71
18	\$20.42	\$21.42	\$22.42	\$23.42	\$21.97
19	\$20.71	\$21.71	\$22.71	\$23.71	\$22.24
20	\$21.00	\$22.00	\$23.00	\$24.00	\$22.50

175 days      175 days      175 days      175 days      200 days

Sub FS Worker \$15.50/hr



2023-2024  
Daycare Providers

	<b>Lead</b>	<b>Assistant</b>
1	\$18.00	\$15.00
2	\$18.26	\$15.26
3	\$18.53	\$15.53
4	\$18.79	\$15.79
5	\$19.05	\$16.05
6	\$19.32	\$16.32
7	\$19.58	\$16.58
8	\$19.84	\$16.84
9	\$20.11	\$17.11
10	\$20.37	\$17.37
11	\$20.63	\$17.63
12	\$20.89	\$17.89
13	\$21.16	\$18.16
14	\$21.42	\$18.42
15	\$21.68	\$18.68
16	\$21.95	\$18.95
17	\$22.21	\$19.21
18	\$22.47	\$19.47
19	\$22.74	\$19.74
20	\$23.00	\$20.00

175 days 175 days

2023-2024  
Secretary Salary Schedule

Step	Secretary 1	Secretary 2	Secretary 3	Secretary 4	Secretary 5	Secretary 6
1	\$17.50	\$18.50	\$19.50	\$20.50	\$25.00	\$28.00
2	\$17.76	\$18.76	\$19.84	\$20.84	\$25.32	\$28.32
3	\$18.03	\$19.03	\$20.18	\$21.18	\$25.63	\$28.63
4	\$18.29	\$19.29	\$20.53	\$21.53	\$25.95	\$28.95
5	\$18.55	\$19.55	\$20.87	\$21.87	\$26.26	\$29.26
6	\$18.82	\$19.82	\$21.21	\$22.21	\$26.58	\$29.58
7	\$19.08	\$20.08	\$21.55	\$22.55	\$26.89	\$29.89
8	\$19.34	\$20.34	\$21.89	\$22.89	\$27.21	\$30.21
9	\$19.61	\$20.61	\$22.24	\$23.24	\$27.53	\$30.53
10	\$19.87	\$20.87	\$22.58	\$23.58	\$27.84	\$30.84
11	\$20.13	\$21.13	\$22.92	\$23.92	\$28.16	\$31.16
12	\$20.39	\$21.39	\$23.26	\$24.26	\$28.47	\$31.47
13	\$20.66	\$21.66	\$23.61	\$24.61	\$28.79	\$31.79
14	\$20.92	\$21.92	\$23.95	\$24.95	\$29.11	\$32.11
15	\$21.18	\$22.18	\$24.29	\$25.29	\$29.42	\$32.42
16	\$21.45	\$22.45	\$24.63	\$25.63	\$29.74	\$32.74
17	\$21.71	\$22.71	\$24.97	\$25.97	\$30.05	\$33.05
18	\$21.97	\$22.97	\$25.32	\$26.32	\$30.37	\$33.37
19	\$22.24	\$23.24	\$25.66	\$26.66	\$30.68	\$33.68
20	\$22.50	\$23.50	\$26.00	\$27.00	\$31.00	\$34.00

- Secretary 1 - Building or department secretaries 200 days
- Secretary 2 - Building or department secretaries with budget management, tracking, and reporting responsibilities 200 days
- Secretary 3 - Secretaries with district-wide employee support responsibilities 260 days
- Secretary 4 - Accounts Payable and Payroll Clerk 260 days
- Secretary 5 - Secretary to Assistant Superintendent 260 days
- Secretary 6 - Executive Administrator to Superintendent and Board 260 days

Substitute secretaries must be on the active substitute listing and will be paid step 1 of lane 1

2023-2024

Buildings and Grounds Salary Schedule

Step	Custodian	Grounds and Maintenance	Electrician/Mechanic	Head Custodian	Secretary
1	\$17.00	\$21.00	\$27.00	\$18.00	\$17.50
2	\$17.26	\$21.16	\$27.32	\$18.26	\$17.76
3	\$17.53	\$21.32	\$27.63	\$18.53	\$18.03
4	\$17.79	\$21.47	\$27.95	\$18.79	\$18.29
5	\$18.05	\$21.63	\$28.26	\$19.05	\$18.55
6	\$18.32	\$21.79	\$28.58	\$19.32	\$18.82
7	\$18.58	\$21.95	\$28.89	\$19.58	\$19.08
8	\$18.84	\$22.11	\$29.21	\$19.84	\$19.34
9	\$19.11	\$22.26	\$29.53	\$20.11	\$19.61
10	\$19.37	\$22.42	\$29.84	\$20.37	\$19.87
11	\$19.63	\$22.58	\$30.16	\$20.63	\$20.13
12	\$19.89	\$22.74	\$30.47	\$20.89	\$20.39
13	\$20.16	\$22.89	\$30.79	\$21.16	\$20.66
14	\$20.42	\$23.05	\$31.11	\$21.42	\$20.92
15	\$20.68	\$23.21	\$31.42	\$21.68	\$21.18
16	\$20.95	\$23.37	\$31.74	\$21.95	\$21.45
17	\$21.21	\$23.53	\$32.05	\$22.21	\$21.71
18	\$21.47	\$23.68	\$32.37	\$22.47	\$21.97
19	\$21.74	\$23.84	\$32.68	\$22.74	\$22.24
20	\$22.00	\$24.00	\$33.00	\$23.00	\$22.50

Sub Custodian \$17.00/hr

Lawn Crew \$15.00/hr (additional .25 for prior years of lawn crew exp with us

All: 260 days

2023-2024  
RAC Salary Schedule

Step	Desk Clerk	Swim Instructor	Life Guard	Relief Cust.	Head Desk Clerk	Head Life Guard	Certified Pool Operator
1	\$10.00	\$12.00	\$11.00	\$13.00	\$12.50	\$14.50	\$20.00
2	\$10.25	\$12.25	\$11.25	\$13.25	\$12.74	\$14.74	\$20.26
3	\$10.50	\$12.50	\$11.50	\$13.50	\$12.97	\$14.97	\$20.53
4	\$10.75	\$12.75	\$11.75	\$13.75	\$13.21	\$15.21	\$20.79
5					\$13.45	\$15.45	\$21.05
6					\$13.68	\$15.68	\$21.32
7					\$13.92	\$15.92	\$21.58
8					\$14.16	\$16.16	\$21.84
9					\$14.39	\$16.39	\$22.11
10					\$14.63	\$16.63	\$22.37
11					\$14.87	\$16.87	\$22.63
12					\$15.11	\$17.11	\$22.89
13					\$15.34	\$17.34	\$23.16
14					\$15.58	\$17.58	\$23.42
15					\$15.82	\$17.82	\$23.68
16					\$16.05	\$18.05	\$23.95
17					\$16.29	\$18.29	\$24.21
18					\$16.53	\$18.53	\$24.47
19					\$16.76	\$18.76	\$24.74
20					\$17.00	\$19.00	\$25.00

2023-2024  
IT Salary Schedule

Step	IT Tech	IT Asst Coordinator and Supervisor
1	\$22.00	\$50,000.00
2	\$22.32	\$50,789.47
3	\$22.63	\$51,578.95
4	\$22.95	\$52,368.42
5	\$23.26	\$53,157.89
6	\$23.58	\$53,947.37
7	\$23.89	\$54,736.84
8	\$24.21	\$55,526.32
9	\$24.53	\$56,315.79
10	\$24.84	\$57,105.26
11	\$25.16	\$57,894.74
12	\$25.47	\$58,684.21
13	\$25.79	\$59,473.68
14	\$26.11	\$60,263.16
15	\$26.42	\$61,052.63
16	\$26.74	\$61,842.11
17	\$27.05	\$62,631.58
18	\$27.37	\$63,421.05
19	\$27.68	\$64,210.53
20	\$28.00	\$65,000.00

260 days    260 days

IT Techs are paid an additional \$300/year for each applicable certificate they acquire and retain.

2023-2024  
Other Support Positions

Step	SIS Coordinator	Accountant	Academic Coach	SSC Coordinator and PT Grad Coaches	Success Coach	Cultural Resource Specialist
1	\$58,900.00	\$55,000.00	\$23.00	\$27.00	\$29.00	\$18.00
2	\$59,689.47	\$55,789.47	\$23.32	\$27.32	\$29.26	\$18.26
3	\$60,478.95	\$56,578.95	\$23.63	\$27.63	\$29.53	\$18.53
4	\$61,268.42	\$57,368.42	\$23.95	\$27.95	\$29.79	\$18.79
5	\$62,057.89	\$58,157.89	\$24.26	\$28.26	\$30.05	\$19.05
6	\$62,847.37	\$58,947.37	\$24.58	\$28.58	\$30.32	\$19.32
7	\$63,636.84	\$59,736.84	\$24.89	\$28.89	\$30.58	\$19.58
8	\$64,426.32	\$60,526.32	\$25.21	\$29.21	\$30.84	\$19.84
9	\$65,215.79	\$61,315.79	\$25.53	\$29.53	\$31.11	\$20.11
10	\$66,005.26	\$62,105.26	\$25.84	\$29.84	\$31.37	\$20.37
11	\$66,794.74	\$62,894.74	\$26.16	\$30.16	\$31.63	\$20.63
12	\$67,584.21	\$63,684.21	\$26.47	\$30.47	\$31.89	\$20.89
13	\$68,373.68	\$64,473.68	\$26.79	\$30.79	\$32.16	\$21.16
14	\$69,163.16	\$65,263.16	\$27.11	\$31.11	\$32.42	\$21.42
15	\$69,952.63	\$66,052.63	\$27.42	\$31.42	\$32.68	\$21.68
16	\$70,742.11	\$66,842.11	\$27.74	\$31.74	\$32.95	\$21.95
17	\$71,531.58	\$67,631.58	\$28.05	\$32.05	\$33.21	\$22.21
18	\$72,321.05	\$68,421.05	\$28.37	\$32.37	\$33.47	\$22.47
19	\$73,110.53	\$69,210.53	\$28.68	\$32.68	\$33.74	\$22.74
20	\$75,000.00	\$70,000.00	\$29.00	\$33.00	\$34.00	\$23.00
	260 days	260 days	185 days	175 days	175 days	175 days

**SUBSTITUTE TEACHER  
SALARY SCHEDULE**

**2023-2024**

	<b>Per Day</b>	
Daily rate	<b>Per Day *</b>	
	\$ 130.00 Tier 1	Holds PTSB Substitute Certificate
	\$ 135.00 Tier 2	Bachelors' Degree, or 45+ days as a sub, or 3 years as a para
	\$ 160.00 Tier 3	Holds current PTSB Teaching Certificate
Long-term (after 10 days consecutive for same teacher)	\$ 140.00 Tier 1	
	\$ 145.00 Tier 2	
	\$ 170.00 Tier 3	
Extra long-term (Must be certified teacher)	Pro-rated daily rate of Step 1 Teacher Base pay	
Substitutes for Paraprofessionals	Step 1 hourly rate of para position substituting for (column 1, 2 or 3) LT subbing in para position, after 10 consecutive days for same para, pay will be step 3 of the applicable para pay column.	
Substitute Nurse	\$ 160.00	
Long-term (after 10 days consecutive for same nurse)	\$170.00	

Previous FCSD #25 employees that agree to substitute in their previous, or a very similar, position will be paid the hourly rate on the published salary schedule that is commiserate with their years of service in that position with this district.

**\* Per day rates were increased effective on sub days worked starting October 10, 2021 for the November payroll**

## **Nurses and Other Substitute Information**

### **2023-2024**

#### **Substitute Nurse Tier Schedule:**

All Substitute Nurses need to have their Registered Nurse License active with the State of Wyoming in order to be put on the Substitute School Nurse list.

#### **Tier 1:**

RN Licensed Nurses will be paid \$160/day (\$170/day if substituting for the same school nurse for more than 10 consecutive work days).

Additionally, RN's can participate in a one-time "shadowing" of the district nurses over a one day period (1/2 day at elementary, 1/2 day at secondary) to observe the handling of our students' specific medical needs and district processes.

The applicability of this "observation" time will be at the discretion of the Special Education Director and paid for out of a Special Education grant at the daily rates listed above, and must be coordinated with that office.

#### **Additional Detail for Custodial Substitutes:**

Effective July 1, 2018: On call substitutes hours are limited to 20 hours per week (5 days at 4 hours per day). After successfully completing two performance reviews: at 252 hours, and 504 hours worked as a substitute custodian, the sub will move to Class 1, Step 2 on the Custodian Salary Schedule. If a substitute is successful in gaining a regular position between their 252 and 504 hours of substituting with this district, they will be hired into Step 2 of the position they are hired into.

#### **Additional Detail for Bus Driver Substitutes:**

\* Effective July 1, 2018: On call substitutes hours are limited to 20 hours per week (5 days at 4 hours per day). After successfully completing two performance reviews: at 252 hours, and 504 hours worked as a substitute driver, the sub will move to Regular Bus Driver pay rate.